

# WORK PLACE VIOLENCE

# Training Objectives

- 1. Define Workplace Violence and Explain  
4 Categories of Workplace Violence**
- 2. List Risk Factors for Potential Violence in the  
Workplace**
- 3. Employer/Employee Responsibilities**
- 4. Emergency Planning**
- 5. Emergency Services Response**

# What is Work Place Violence ?

Any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at in the workplace.

# Types of Violence

## Type 1

Violent acts by criminals who have no other connection with the workplace, but enter to commit robbery or another crime.

## Type 2

Violence directed at employees by customers, clients, patients, students or any others for whom an organization provides services.

# Types of Violence

## Type 3

Violence against coworkers, supervisors or managers by a present or former employee.

## Type 4

Violence committed in the workplace by someone who doesn't work there, but has a personal relationship with an employee, typically an abusive spouse or domestic partner.

# Internal Violence Risk Factors

- 1. Restructuring of an organization (e.g layoffs)**
- 2. Ignoring warning signs from certain individuals who have a gripe with co-worker or management**
- 3. Allowing an ongoing feud b/w co-worker to go unaddressed by management**
- 4. Chronic verbal abuse by a supervisor towards workers**
- 5. Denial on the part of management regarding employee tension towards one party**

# External Violence Risk Factors

1. Working alone or in small numbers
2. Working late night/early morning
3. Contact with the public
4. Providing services to the public
5. An employee dealing with a domestic violence and/or stalking situation

# Active Shooter Statistics

## 2014 & 2015 Active Shooter Incidents

\*FBI defines **ACTIVE SHOOTER** as one or more individuals actively engaged in killing or attempting to kill people in a populated area.

- Implicit in this definition: Shooters use of a **FIREARM**
- “**Active**” implies that both law enforcement personnel and citizens have the potential to affect the outcome of the event based upon their response to the situation



# Video: Surviving An Active Shooter

LA County Sheriff Department

<https://youtu.be/DFQ-oxhdFjE>

# Active Shooter Statistics

## 2014 & 2015 Active Shooter Incidents

- \* **40** Incidents in 26 States
  - 20** in 2014 & **20** in 2015
- \* **231** Casualties: **92** Killed & **139** Wounded
- \* **6** Incidents Ended with Citizens Acting to End Threat
- \* **42** Shooters: **39** Males & **3** Females
- \* **16** Shooters Committed Suicide
- \* **14** Shooters were Killed by Law Enforcement
- \* **12** Shooters were Apprehended

# **Video: Active Shooter Emergency Action Plan**

U.S. Department of Homeland Security

<https://www.dhs.gov/active-shooter-emergency-action-plan-video>

# Purpose of Emergency Planning

- \* Plan the Coordinated Response
- \* Mobilized Response to Emergencies
- \* Recovery Processes
- \* Restoration of Normal Operations

# Emergency Planning

## \* Departmental Level

- Employee Communication
- Emergency Plans (e.g. Fire Drill, & Active Shooter)

## \* Company Policy

- Creating Emergency Action Plans (EAP)
- Responsibility for Keeping Plans Updated & Staff Training
- Business Continuity Plan - Long Term Operations

# Emergency Planning

- \* Perform Threat & Vulnerability Analysis
- \* Command Control & Communication
- \* Access Control
- \* Equipment Needs
- \* Equipment Testing
- \* Public Education & Awareness Training
- \* Government & Industry Resources
- \* Media Relations
- \* Legal Issues
- \* Documentation: Plan & Procedures

# Emergency Priorities

- \* Life Safety
- \* Incident Stabilization
- \* Property

# Law Enforcement Response

## Active Shooter

- \* You will see a variety of different uniforms during an active shooter situation. Often times agencies have mutual aid with multiple agencies.
- \* Do **NOT** expect **law enforcement** to assist you as you are getting out
  - **Primary Job**: locate the shooter and neutralize the threat
  - Medical assistance will follow once the threat is neutralized
- \* Law enforcement must assume everyone is a threat to their safety.
- \* When law enforcement officers enter the room, do not present a threat to them.
- \* Do **NOT** have anything in your hands, officers are taught that  
“HANDS KILL”.



# Law Enforcement Response Active Shooter

\* Be **PREPARED** if law enforcement .....

- Points a weapon in your direction
- Searches your person
- Applies handcuffs

\* Do **NOT**...

- Point at law enforcement or the shooter
- Make quick movements
- Run towards law enforcement or attempt to hug them
- Scream or yell

# Law Enforcement Response Active Shooter

\* Do...

- Raise your arms
- Spread your fingers
- Show hands as you drop to the floor
- Spread arms and legs

***\*\*NO TWO SITUATIONS ARE ALIKE\*\****

# Law Enforcement Response Active Shooter

- \* Never assume someone else is going to call 911
- \* Keep trying to call until you can get through
- \* Prepare to quickly, calmly and accurately provide the following information when you call 911:
  - Name of shooter(s) (if known)
  - Number of shooter (s)
  - Description of shooter(s)
  - Location of shooter(s)
  - Number and types of weapon(s)

# Questions

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# Contact Information

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